



HASNAIN KASHIF

Address: 722 Karim Block Allama Iqbal Town, Lahore

Phone: +92 334 9402241

PCD No: 30313

PEC Professional Engr.: COMP/5931

Email: h.kashif13@gmail.com

Education

Doctor of Philosophy in Electrical Engineering (2022)
The University of Lahore (UOL) Lahore, Pakistan

MS Electrical Engineering (Radio Communication) (2009)
Blekinge Tekniska Hogskola (BTH) Karlskrona, Sweden

BS Computer Engineering (2007)
COMSATS Institute of Information Technology (CIIT) Lahore, Pakistan

Work Experience

Assistant Professor | April 2024 – Current
University of South Asia (USA), Cantt Campus Lahore Pakistan

Responsibilities:

- Member of the Institutional Performance Report (IPR) Preparation Committee.
- Nominated by the Board of Governor (BOG) to represent in the Academic Council meetings.
- Nominated by the Academic Council to represent in the Board of Faculty (BOF) meetings.
- Member of Assessment Team (AT) for PREE evaluation for quality insurance.
- Prepared the Self-Assessment Report (SAR) for Program Review for Effectiveness and Enhancement (PREE) in alignment with HEC standards.
- Member of Program Team (PT) for PREE documentation.
- Coordinated with faculty and administration to gather data and evaluate academic program effectiveness.
- Member of the NCEAC Institutional Committee for the accreditation of BS programs.
- Member of the NCEAC Departmental Committee, supporting accreditation and quality assurance efforts.
- Member of the Curriculum Review Committee (CRC) to refine and enhance academic programs.
- Developed comprehensive NCEAC accreditation SAR/documentation and presentations for accreditation visits.
- Developed the Department Vision and Program Mission for the Faculty of Computer Science.
- Formulated the Program Objectives (POs) for the BS Computer Science, BS Software Engineering programs, BS Data Science, BS Artificial Intelligence.
- Mapped the Program Objectives (POs) of the BS programs to the Program Mission and the University Mission.
- Designed the BS program roadmaps for aligning Course Learning Outcomes (CLOs) with Graduate Attributes (GAs).
- Designed and managed sophisticated Excel spreadsheets for the evaluation of Course Learning Outcomes (CLOs) and Graduate Attributes (GAs).
- Designed assessment sheets to evaluate the attainment of Course Learning Outcomes (CLOs) and Graduate Attributes (GAs).
- Developed trackers for monitoring overall class CLO attainment and individual student performance.

- Developed Key Performance Indicators (KPIs) to evaluate the Program Mission of BS programs.
- Responsible for the preparation Research Policy Document, establishing comprehensive guidelines and strategic frameworks for research activities.
- Designed digital logic systems and managed procurement, including issuing purchase orders for consumables.
- Led a 4-day OBE Training Implementation workshop as the principal trainer, ensuring successful workshop outcomes.
- Conducted targeted Outcome-Based Education (OBE) training for Computer Science faculty, emphasizing effective assessment tools.
- Member of the OBE-Based Exam Departmental Committee.
- Convener of the Exam Departmental Committee, overseeing examination processes and policy implementation.
- Crafted detailed roadmaps for Fall 2024 for BS programs in Computer Science, Software Engineering, Data Science, Artificial Intelligence and Cyber Security.
- Oversaw the systematic development of course codes for the Computer Science department, ensuring consistency and accuracy.
- Taught undergraduate courses in Digital Logic Design, Big Data Analytics, Information Security (IS), and Data Structures & Algorithms (DSA).

Project Manager GSC RF | Aug 2023 – April 2024
Turnotech (Pvt.), Islamabad Pakistan

Responsibilities:

- Work as a PM RF on **HUAWEI GSC** Project.
- Responsible to manage, process and claim Purchase Orders (PO) for different line items in multiple projects.
- Responsible for financial tracking and adherence to budgets constraints.
- Responsible to develop Scope of Work (SOW) documents in terms of project outlining, objectives, deliverables, timelines and resource requirements.
- Responsible to conduct regular reviews of multiple project scope and make necessary adjustments to accommodate changes in project requirements.
- Coordinated with higher authorities to align project objectives and goals.
- Responsible for conducting regular project status meetings to monitor progress and address issues.

RF Optimization Engr. | May 2023 – Aug 2023
Turnotech (Pvt.), Islamabad Pakistan

Responsibilities:

- Worked on **HUAWEI GSC** Project.
- Daily monitoring KPIs on Cluster, Site and Cell levels and rectifying RF-related issues to meet the assigned KPI targets.
- Responsible to identify and resolve the RF related issue by conducting in depth analysis of network parameters, interference sources and signal quality.
- Responsible for daily KPIs monitoring KPI Monitoring report.
- Responsible for conducting parameter tuning to optimize network parameters.
- Analysis of KPIs, investigation and improvement of network quality problems.
- Responsible for analyzing the KPI by using PRS/U2020.

RF Engr. (Level II) | Sep 2020 – May 2023
LCC Pakistan (Pvt.), Islamabad (Lahore Office)

Responsibilities:

- Worked on **TELENOR NPM Project** which is driven by **NOKIA**.
- Daily monitoring KPIs on City, BSC, and Cell levels for dragonizing and rectifying RF-related issues to meet the assigned KPI targets.
- Responsible for daily KPIs monitoring Non-RF and RF issues using NetChart (Nokia sites) and Netnumen-EMS (ZTE-land).

- NetAct reports monitoring from reports suits & parameter monitoring.
- Analysis of KPIs, investigation and improvement of network quality problems.
- Responsible to prepare dashboard for Central Circle Non-RF and Complaint Tracker by using Power BI.
- Responsible for analyzing the data and highlighted the performance of customers by using Kalix/Polystar.
- Customer complaints handling and proposing RF solutions for their resolution.
- Responsible for virtual drive test using Geo-Location.
- Responsible for analyzing DT Log files using TEMS discovery and generating reports.
- Knowledge about the 5G NR NSA KPIs and 5G NR SA.
- Knowledge about EN-DC in 5G.

Visiting Faculty | June 2022 – Nov 2022

School of Advance Business and Commerce (SABAC), Lahore

Responsibilities:

- Teaching undergraduate level students of Computer Science Department.
- Taught Digital Logic Design (DLD).

Technical Manager | Dec 2018 – August 2020

Pursuit Square (Pvt) Ltd, UK (Lahore Based - Remotely)

Responsibilities:

- Dealing with Helium Mining Devices and Assembly/Installation by using Engineering Drawing Manual.
- Experienced in installing, configuring, and maintaining the equipment/devices and direction to technical man as well.
- Generate and distribute various reports, including compliance reports on current assets and technical troubleshooting.
- Responsible the RF planning of Mining Devices and installation.
- Responsible for the link budgeting of Fiber glass Antenna.
- Responsible for Proof Coverage of HNT Devices.
- Responsible to configure the router port forwarding according to specification manual.
- Responsible for preparation of financial statement including purchasing equipment.
- Responsible to maintain documentation regarding installation tasks or work orders.
- Study and Research to select the Equipment/Device with tradeoff (Cost, Performance).

Visiting Faculty | Nov 2018 – Oct 2021

National College of Business Administration & Economics, Lahore

Responsibilities:

- Teaching undergraduate level students of Computer Science Department.
- Taught Basic Electronics, Digital Logic Design, Programming Fundamentals, Microprocessor and Assembly Language, Computer Architecture and Organization, Computer Networks, Multimedia System Design, Artificial Intelligence & Operating Systems.

Visiting Faculty | March 2019 – June 2019

Bahria University (BU), Lahore

Responsibilities:

- Teaching undergraduate level students of Computer Science Department.
- Taught Microprocessor Interfacing (MPI).

Lecturer | Sep 2018 – June 2019

Bahauddin Zakariya University (BZU), Lahore

Responsibilities:

- Teaching undergraduate level students of Computer Science Department.

- Taught Telecom System, Computer Architecture and Organization, Wireless Networks, and Digital Logic Design.

Lecturer | Apr 2014 – June 2018

COMSATS Institute of Information Technology (CIIT), Lahore

Responsibilities:

- Preparation of Course Handbooks and lectures on the basis of Outcome Based Education (OBE).
- Teaching and assessing at undergraduate level through lectures based on OBE.
- Member of departmental PEC Committee (AC-I).
- Responsible for the preparation of PEC (AC-I) form and Annexures.
- Preparation of Self-Assessment Report (SAR) and Annexures for PEC visit.
- Member/secretary of departmental PEC Committee (OBE based).
- Member of staff student consultative committee.
- Batch Advisor of Computer Engineering Students.
- Responsible for student's course registration and clashes.
- Advice and guidance the students to enroll courses.
- Coordination about career counseling to the students.
- Prepared OBE based lab manuals of Circuit Analysis, Digital Logic Design and Electronics.
- Taught Computer Architecture, Telecommunication System, Circuit Analysis, Electronics, Signal and System and Digital Logic Design.
- Member of Extra Curricular Committee.

Lecturer/Program Coordinator | Feb 2011 – March 2014

COMSATS Institute of Information Technology (CIIT), Attock

Responsibilities:

- Worked as **Program Coordinator** of Master of Science in Electrical Engineering.
- Teach and assess at undergraduate level through lectures.
- Responsible for coordinating the teaching and students related activities for MS program at department level.
- Member of Departmental Academic Review Committee (DARC).
- Member of Campus Academic Review Committee (CARC).
- Member/Secretary of Departmental Advisory Committee for Post graduate students.

Research Associate/Program Coordinator | Apr 2010 – Feb 2011

COMSATS Institute of Information Technology (CIIT), Attock

Responsibilities:

- Worked as **Program Coordinator** of Master of Science in Electrical Engineering.
- Teach and assess at undergraduate level through lectures.
- Responsible for coordinating the teaching and students related activities for MS program at department level.
- Member of Departmental Academic Review Committee (DARC).
- Member of Campus Academic Review Committee (CARC).
- Member/Secretary of Departmental Advisory Committee for Post graduate students.

Drive Test Engineer | Jan 2010 – Apr 2010

Myson Engineering Services (MES), Multan

Responsibilities:

- Worked on **TELENOR** Project which is driven by **NOKIA**.
- Performed drive test and analysis of log files using TEMS INVESTIGATION.
- Analyze RX Level, RX Quality, Neighbors verification & Handovers Check.
- Verifying Planning Parameters (BCCH, BSIC, LAC, and MAIO) for new sites.

- Analyze drive test for GPRS/EDGE. Performed drive test for RF Optimization. Check SQL, FER, BER & Coding Scheme for EDGE & GPRS.

RF Engr. (Internee) | June 2009 – Jan 2010
Nokia Siemens Networks (NSN), Multan

Responsibilities:

- Worked on **TELENOR** Project which is driven by **NOKIA**.
- Performed drive test using TEMS INVESTIGATION.
- Optimizing of the sites till we achieve desired KPI's as per set standards.
- Performed Cluster drive test (CSSR, DCR and HSR).
- Studying of various reports generated for the sites as well as log files.
- Analyze the log files and make RF Checklist by using Excel.

Wireless Design Engr. | July 2007 – Aug 2007

Shanghai Post Telecommunication Design Institute (SPTDI), Lahore

Responsibilities:

- Worked on CM Pak Project (**ZONG Telecom**).
- Participated as **Team Leader** for site acquisition and survey.
- Performed SSR & TSSR.
- Working on AutoCAD.
- GPS for Site Lat. & Long. Purposes and Nominal Planning & GPS Handling.

BSS Engr. (Internee) | April 2007 – June 2007

Prime Telecommunication Engineering & Services (PTES) Lahore

Responsibilities:

- Worked on **WARID (Etisalat)** Project which is driven by **ERICSSON**.
- BTS Installation, Integration, Technical Support & Troubleshooting.
- Performed commissioning and testing of Ericsson Minilink classic and traffic nodes.
- Installation Equipment by using Engineering Drawing (ED) Document.
- Participated in Quality Assurance Team as a member.
- Performed VSWR and DTF feeder tests using Anritsu site master.
- Participated in Dish Alignment of radio links of BTS sites.

Research Publications

Journals

1. F. Naseer, M. N. Khan, M. Tahir, A. Addas and H. Kashif, "**Enhancing Elderly Care with Socially Assistive Robots: A Holistic Framework for Mobility, Interaction, and Well-Being,**" *IEEE Access*, 1–1. May 2025. (Impact Factor: 3.4), New York, U.S.A. DOI: [10.1109/ACCESS.2025.3567331](https://doi.org/10.1109/ACCESS.2025.3567331)
2. Hasnain Kashif, & Usman Khalid, "**AI-Assisted Auditing: Navigating Ethical Risks and Enhancing Professional Standards,**" *Center for Management Science Research*, 3(2), 231-239, March 2025, HEC Y-Category. <https://cmsr.info/index.php/Journal/article/view/107>
3. Hasnain Kashif, & Fawad Naseer, "**Comprehensive Analysis of Fraud Detection Prevention Systems for Accuracy and Efficacy,**" *Spectrum of Engineering Sciences*, 3(3), 382–401, March 2025, HEC Y-Category. <https://sesjournal.com/index.php/1/article/view/220>
4. Ahmad, M., Ali, T., Khan, N., Afzal, A., Sohail, T., & Kashif, H. "**Enhanced Sketch Recognition via Ensemble Matching with Structured Feature Representation,**" *International Journal of Artificial Intelligence & Mathematical Sciences*, 3(1), 44-56, Feb 2025, HEC Y-Category. <https://ijaims.smiu.edu.pk/index.php/AIMS/article/view/106>
5. Usman Khalid, Hasnain Kashif, Rabbia Alamdar and Fawad Naseer "**Redefining Faculty Roles in An Ai-Driven Educational Ecosystem with Implications for Teaching and Curriculum Development,**" *Journal of Media Horizons*, 5(4), 127-139, Vol. 7, No. 4, Nov 2024 HEC Y-Category.

<https://thejmh.org/index.php/journal/article/view/49>

6. Fawad Naseer, Usman Khalid, Muhammad Zia Qamar and Hasnain Kashif, **"Chatbots as Conversational Partners: Their Effectiveness in Facilitating Language Acquisition and Reducing Foreign Language Anxiety,"** Journal of Applied Linguistics and TESOL (JALT), Vol. 7, No. 4, Oct 2024, HEC Y-Category. <https://jalt.com.pk/index.php/jalt/article/view/38>
7. Usman Khalid, Hasnain Kashif, Fawad Naseer and Muhammad Zia Qamar, **"Shaping National Education Policy Through Digital Learning: The Role of Technology in Policy-Making for Educational Equity,"** Policy Research Journal (PRJ), Vol. 2, No. 4, Aug 2024, HEC Y-Category. <https://theprij.org/index.php/1/article/view/35>
8. Hasnain Kashif, M. Nasir Khan and Zubair Nawaz, **"Analysis of LDPC Code in Hybrid Communication Systems,"** TSP (CMC), December 2022. (Impact Factor: 3.860), U.S.A. <https://doi.org/10.32604/cmc.2023.032565>
9. Hasnain Kashif, and M. Nasir Khan, **"Outage Probability Analysis of Free Space Communication Systems Using Diversity Combining Techniques,"** TSP (CMC), June 2022. (Impact Factor: 3.860), U.S.A. <https://doi.org/10.32604/cmc.2022.031291>
10. Kashif, H., Khan, M. N., & Altalbe, A., **"Hybrid Optical-Radio Transmission System Link Quality: Link Budget Analysis,"** IEEE Access, 1–1. March 2020. (Impact Factor: 4.640), New York, U.S.A. DOI: [10.1109/ACCESS.2020.2981661](https://doi.org/10.1109/ACCESS.2020.2981661)
11. Khan, M. N., Kashif, H., & Rafay, **"Performance and optimization of hybrid FSO/RF communication system in varying weather,"** Photonic Network Communications. Springer Journals, Oct 2020. (Impact Factor: 1.768), Berlin, Germany. <https://doi.org/10.1007/s11107-020-00914-8>
12. Engr. Zeeshan Raza, Dr. Kamran Liaquat, Engr. Shahzad Ashraf and Engr. Hasnain Kashif, **"Monitoring of Soldier's Health and Transmission of Secret Codes,"** Journal of Multimedia Processing and Technologies (JMPT), Vol. 8, No. 2, June 2017, France. https://www.dline.info/jmpt/fulltext/v8n2/jmptv8n2_1.pdf
13. Hasnain Kashif, Usman Rafique, Ateeq-ur-Rehman and Ayaz Umer, **"Estimation of Pathloss in Femtocells for Indoor Environments"** International Journal of Computer Science Issues (IJCSI), Vol.11, No.1, May 2014, Mauritius. <https://www.proquest.com/docview/1543263465>
14. Noman Shabbir, M. T. Sadiq, Hasnain Kashif and Rizwan Ullah, **"Comparison of Radio Propagation Models for Long Term Evolution (LTE) Network,"** International Journal of Next-Generation Networks (IJNGN), Vol. 3, No. 3, September 2011, India. DOI: [10.48550/arXiv.1110.1519](https://doi.org/10.48550/arXiv.1110.1519)
15. Noman Shabbir, Hasnain Kashif, Syed A. Raza and Linsheng Li, **"Detection of Signals in Rayleigh Fading Channel with MUSIC Algorithm,"** Journal of Electronic Systems (JES), Vol.1, No.1, March 2011, India. <https://doi.org/10.6025/jes/2011/1/1/1-4>

Conference Papers

1. Kashif Hasnain and Muhammad Nasir Khan, (Nov-2020), **"Future of Free Space Communication Systems (FSCS): An Overview,"** Intermountain Engineering, Technology, and Computing Conference (i-ETC), IEEE, Nov 2020, U.S.A. DOI: [10.1109/IETC47856.2020.9249101](https://doi.org/10.1109/IETC47856.2020.9249101)
2. Kashif, H., Khan, M. N., & Awais, Q. (Feb-2020), **"Selection of Network Protocols for Internet of Things Applications: A Review,"** 2020 IEEE 14th International Conference on Semantic Computing (ICSC), U.S.A. DOI: [10.1109/ICSC.2020.00072](https://doi.org/10.1109/ICSC.2020.00072)
3. Hasnain Kashif, Noman Shabbir, Usman Shafique and Christopher Ojaide **"MATLAB Toolbox for Link Budget Analysis in Wireless Networks"** ICITeS'2011 Sousse, Tunisia. DOI: [10.13140/2.1.1199.4247](https://doi.org/10.13140/2.1.1199.4247)

Book

1. Hasnain Kashif, and Noman Shabbir “**Radio Resource Management in WiMAX**” ISBN-10: 3838308026 | ISBN-13: 978-3838308029, 2009, LAP Publisher, Germany. <https://my.lap-publishing.com/catalogue/details/gb/978-3-8383-0802-9/radio-resource-management-in-wimax>

Tools/Software	✓ MS Power BI ✓ MS Power Point ✓ Google Earth ✓ AutoCAD ✓ SQL ✓ C/C++ ✓ Nemo Analyzer ✓ U2020 ✓ Kalix/Polystar ✓ Pano2VR (360)	✓ MS Excel ✓ QGIS ✓ Geo Location ✓ Lab View ✓ MATLAB ✓ emu8086 ✓ TEMS Discovery ✓ NetChart ✓ Nokia ACT ✓ Adobe Photoshop	✓ MS Word ✓ GPS device (Garmin) ✓ MapInfo Professional ✓ Cisco Packet Tracer ✓ Arduino ✓ Latex ✓ PRS ✓ Netnumen-EMS ✓ Corel Draw ✓ Proteus Professional
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Certification/ Training/ Workshop	✓ Remote Delivery Certification ✓ Cyber Security Certificate for Service Work ✓ Pre-position Competence Certification for Maintenance Service Partner ✓ Workshop on Satellite Communication System Design ✓ Participated 5 days Faculty Development Program (FDP) ✓ Discrete Mathematics Course ✓ CCNA Training	HUAWEI (2023) HUAWEI (2023) HUAWEI (2023) NUST Pakistan (2013) COMSATS Pakistan (2011) BTH Sweden (2008) CORVIT Pakistan (2005)
Online Certification	✓ Responsible AI: Applying AI Principles with Google Cloud ✓ Generative AI Overview for Project Managers ✓ Basics of Artificial Intelligence: Learning Models ✓ Fundamentals of Azure AI services ✓ Empower educators to explore the potential of artificial Intelligence ✓ Generative AI for Educators Certificate ✓ Sora AI for Beginners ✓ Generative AI vs. Traditional AI ✓ Master AI for Web App Development ✓ Artificial Intelligence Beginners Guide	Simplilearn SkillUp (May 2025) Project Management Institute (May 2025) uniathena (May 2025) Microsoft (May 2025) Microsoft (May 2025) Google (May 2025) Simplilearn SkillUp (Apr 2025) LinkedIn Learning (Apr 2025) Simplilearn SkillUp (Apr 2025) Simplilearn SkillUp (Apr 2025)

References

References available on request